



TEXAS STATE EMPLOYEES UNION UPDATE

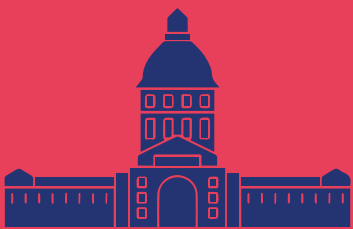


VOL. 43/NO.1

COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO

JANUARY 2024

TAKING ACTION IN TEXAS



Featuring:

- Legislative & Special Session Recap
- Legislative Vacancies
- Candidate Screenings & Endorsements
- TSEU Election Work
- And More!



A MESSAGE FROM TSEU PRESIDENT ILESA DANIELS

Happy New Year TSEU!!!

I am Ilesa Daniels Ross, the new president of our union. I worked for HHS for 32 years. I retired in August, 2022. I previously served as the Region 6 Representative on the TSEU Executive Board. In addition, I served as a trustee on the ERS Board from 2015-2021. I am excited for this new year and the opportunity to lead our union. I want to say thanks to our outgoing president Judy Lugo for two decades of service. Also, thanks to our outgoing board members, Art Valdez and Yvette Sherman.

We had some great victories in 2023! However, there is much work to be done. I know that we can do it together. We will be focused on growing our union, as there is strength in numbers and solidarity. If you have not participated in the past, consider it now. We need your help. We need work-place organizers to talk to coworkers about joining us in this fight for fair wages and safe work environments. If you are not sure how to do that, connect with your organizer or your e-board and we will give you the tools that you need.

Another way for us to make changes is by actively participating in state politics. It is important for TSEU to participate because state lawmakers directly impact state employees and retirees. State lawmakers decide when across the board raises are given, how much is contributed to our healthcare, and cost of living adjustments for retirees. TSEU is non-partisan. Union dues cannot be used to support candidates. The Political Action Fund is a separate pool of money that can be used for this purpose. You can join PAF for a minimum of \$5 per month. Please join, as electing candidates that will vote for state employee needs is crucial.

Retirees, we definitely need you on board. We fought hard for a COLA and 13th check this session without success. However, the fight is far from over. We need other retirees to join us. Again, there is strength in numbers. Ask your friends that are not members to join. The larger our numbers are, the louder our voices are.

University employees, the fight to get raises for all employees has shifted from the Capitol to campuses. You have not been forgotten!!

I know this is a lot, but we can do it together.

SOLIDARITY FOREVER!!!!

Ilesa



Legislative and

State Employees Win Long Overdue Pay Raise:

After a decade without an across the board pay raise, the 88th Legislature has approved a 5% raise with a minimum of \$3,000 each year of the biennium, with the first raise starting on July 1st 2023. The \$6,000 raise (minimum \$3,000 or 5% this year and \$3,000 or 5% next year) is the largest across the board raise in over 40 years. While the opportunity to increase this amount was at legislator's finger tips, the raise will help thousands of state employees whose pay has been stagnant despite record breaking inflation.

TSEU members have led the fight for real across the board raises for years. Members making their voices heard at the Capitol and in our communities across Texas made a difference! This pay raise didn't just fall from the sky, TSEU members made it happen!



TSEU members will continue leading the movement for better pay and benefits for all employees and retirees. Despite an unprecedented surplus of over \$32 billion, legislators excluded university employees from the pay raise and did not approve any pension increase for ERS retirees. The work has already begun to hold legislators accountable for their actions & inactions, and to elect better ones!

Paid Parental Leave Added for State Employees:

The Legislature passed SB222, which will add paid parental leave as a benefit for State Employees. Effective September 1, 2023, state Employees will now have 8 weeks of leave for the birth of a child and 4 weeks of leave for the spouse, adoption or surrogacy. Prior to this bill passing state employees were required to use up their personal leave or go on unpaid FMLA when growing their family.

Attacks on Higher Education:

The Senate had a target set on higher education this session, with multiple bills filed with the intention to dismantle academic freedom. SB18 attempted to remove tenure from universities in Texas, a move that would have been devastating to universities' ability to



recruit top talent from around the world. With TSEU members and allies working together this bill was stripped down. Although still potentially detrimental to universities, the final version keeps tenure intact. SB17 was unable to be stopped by TSEU members and allies, and despite hours of testimony and a fierce floor debate was adopted by party lines. SB17 removes diversity, equity and inclusion programs from Texas universities. These partisan attacks on higher education will have a lasting impact on the workforce and quality of Texas universities.

Special Session Recap

ERS Retirees Again Ignored:

TSEU ROC activists waged an all-out push to get a real Cost-Of-Living-Adjustment (COLA) for all state retirees this session. ERS Retirees have not seen a single benefit enhancement since 2002. Representatives of the ERS itself testified during the interim that this neglect resulted in a 38% loss of buying power for former state employees that retired in 2002 or prior to that. TSEU ROC activists worked throughout the interim between legislative sessions, meeting with legislators after legislators to explain how a meaningful COLA was critical for both current and future retirees. With a record surplus and the ERS fund on the cusp of becoming actuarially sound, TSEU ROC activists fought hard to get legislators to allocate funds for a meaningful COLA for state retirees.

Numerous bills were filed regarding the state employee pensions, from serious COLA bills that would have increased the pension annuities of all ERS retirees to bills for a one-time 13th check, and some bills that would have provided both. ROC members met with legislators regularly throughout the session and received positive feedback from many offices regarding ROC activists' push for a COLA. Media around the state highlighted stories of TSEU retirees struggling to make ends meet and urging legislators to act.

Ultimately leadership blocked all attempts to provide a COLA for ERS retirees. **Not a single bill addressing an ERS COLA was even given a hearing.**

ERS Pension Bills Filed:

HB 830 by Allen, Wu, Cole, Plesa

Purpose: Starts with 10% COLA, then implements 4% COLA yearly
Results: Referred to Pensions, Investments & Financial Services on March 1, 2023

HB 4608 by Allen, Cole

Purpose: Starts with 10% COLA, then implements COLA equal to inflation yearly, 13th check of \$2,000
Results: Referred to Pensions, Investments & Financial Services on March 22

SB 2104 by Miles

Purpose: Starts with 10% COLA, then implements COLA equal to inflation yearly, 13th check of \$2,000
Results: Referred to Finance committee on March 21

HB 3761 by Bucy; Coauthor: Allen

Purpose: Implements 10% COLA and authorizes a study on effects of inflation during biennium on retirees and identify remedy to;
Results: Referred to Pensions, Investments & Financial Services on March 20

HB 548 by Vasut

Purpose: 13th check of \$2,000
Results: Referred to Pensions, Investments & Financial Services on February 23

SB 1510 by West

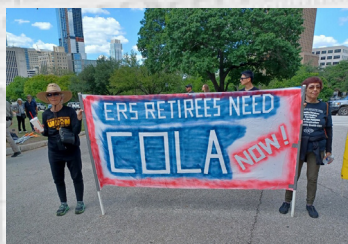
Purpose: 13th check of \$2,500
Results: Referred to Finance committee on March 16

University Workers and All TRS retirees Received A COLA:

The Legislature passed SB10 and HJR2 this session designating \$5 billion to a COLA for TRS retirees. It also provides a supplemental payment of \$7,500 to retirees older than 75 and \$2,400 for retirees 70-75 years of age.

COLA amounts are as follows:

- 6% if retired before 2001
- 4% if retired between 2001 and 2013, and
- 2% if retired between 2012 and 2020.



Organizing & Mobilizing for a COLA in 2025



The Retiree Organizing Committee (ROC) - needs YOU!



The Fight for an ERS COLA has continued throughout the Interim.

TSEU members made the issues known, showing up throughout the special sessions wearing yellow shirt stating, "Pension Increase Now." ROC volunteers were able to have real conversations regarding the issue with key legislators as they entered and exited the chambers and committee hearings. TSEU wasn't alone. A coalition of state employee/retiree groups have been working together on these issues, placing op-eds in local papers and signing on to a group letter to the Governor urging him to include relief for ERS retirees on his special session calls. Bills for an ERS COLA were filed each special session despite the Governor's lack of action.

Special Sessions:

TSEU member and champion Rep. John Bucy (HD136-Williamson County) honored the pledge he made to retirees during TSEU's Lobby Day, continuing the fight for a COLA in all four special sessions.

ERS COLA Bills Filed in Special Sessions:

Special Session #1 HB 21 by Bucy	Special Session #2 HB 34 by Bucy
Special Session #3 HB 25 by Bucy SB 66 by Eckhardt, Gutierrez, LaMantia, Zaffirini and Miles	Special Session #4 HB 28 by Bucy SB 27 by Eckhardt



ROC Members on Lobby Day



Rep John Bucy at Lobby Day



ROC Members at the Capitol during the Special Session

29 activists from the TSEU Retirees' Organizing Committee (ROC) from across Texas met in Austin to review our work in 2023 and plan our pension campaign for 2024 - 2025

Despite five major mobilizations over the last two years and a presence at the Capitol most days of the regular and special sessions, we were not able to get the Legislature to move on a pension increase.



For 2024 - 2025 our plans include organizing to increase our power by increasing our membership strength and mobilizing to build momentum.

Goal: COLA 2025

Our goal is a pension increase that will affect all current and future retirees, which is a genuine COLA. At the same time, we will also support other proposals, even including a "13th check" bonus, which would make the least difference for retirees but have the lowest cost for the Legislature. No matter what, it will take organizing and mobilizing to win a pension increase!

Contact the ROC committee today at TSEUROC@gmail.com *to get involved.

*to volunteer for any of the organizing or mobilizing projects

*to join or help set up a local TSEU ROC group

*if you have an idea.



Political Turmoil within the Republican Party:

Paxton Impeachment, Abbott's Targets in the Primary, House vs. Senate

The 88th Legislature was full of political posturing and strife within the leadership of our state. The Speaker of the House, Dade Phelan, and Lieutenant Governor Dan Patrick spent the session going back and forth regarding who best represented true Republican values. The biggest disagreements stemmed from issues like the removal of tenure at state universities and how much of the surplus should be funneled into property tax reform (and which property owners should benefit the most.) The divide only grew when the House investigated the AG's request to appropriate \$3.3 million in taxpayer dollars to settle a whistleblower case and then decided there was enough evidence to impeach Attorney General Ken Paxton. The impeachment resulted in hard right Republicans calling on Speaker Phelan to resign and AG Paxton vowing revenge against the House Republicans who voted for his impeachment. Turmoil continued into the special session as twenty-one rural Republicans came together to block Governor Abbott's voucher plan in four special sessions. This enraged the Governor, who has pledged to go after those Republicans in the primaries.



Your Voice and Vote Matter! When We Organize, We Win!

Texas politics are frustrating and disheartening, and that is all on purpose. For decades we have seen the Texas Legislature attempt to dismantle democracy in our state. Texas consistently ranks near the bottom of the country when it comes to voter turnout, and for good reason.

Every chance they get, the Legislature makes it seem like your vote doesn't make a difference by forcing through deeply unpopular, harmful laws. Because of gerrymandering, there are very few competitive legislative or congressional districts left. Even with Texas already at the bottom of voter turnout, we have seen a renewed attempt to suppress votes even further with new restrictions on who can vote and how we vote. These anti-democratic voter suppression laws passed in both the 2021 and 2023

legislative sessions. All the efforts to disenfranchise voters and discourage participation are geared towards reducing voter turnout and convincing Texans that their vote doesn't matter.

The possibility of more Texans voting terrifies the political establishment that's in power.

How do we overcome such oppression and deceit? We organize and we vote! Democracy hinges on the votes of the many. As union members, we recognize the strength that comes from uniting as one voice. The current Texas political power structure relies heavily on voter turnout remaining low. Even small increases in voter turnout can

flip seemingly unwinnable seats. We saw this in the 2018 election when TSEU and our allies flipped 12 Texas House seats, thanks to a wave of increased turnout fueled by the hope of unseating Senator Ted Cruz. As we mobilize our co-workers, neighbors, friends, and family, our movement grows and so does our power. As union members and state employees we know that our pay, pensions, and healthcare are at stake each election, but we need to educate

and mobilize the citizens of our state who rely on the state services provided by state workers to vote as well. With contentious presidential and US senate races on the ballot in 2024, we have the opportunity to make an enormous difference at all levels, but we must be in it together!

Did you know?

- Only **37%** of eligible voters in Texas voted in the 2022 election
- Only **52%** of eligible voters in Texas voted in the 2020 presidential election

The last day to register to vote is February 5, 2024 for the March 5, 2024 Primary Election
To find information on how to register to vote visit: www.votetexas.gov

Legislative Vacancies going into the 2024 Election Cycle

These are the Representatives and Senators from last session that have either retired or are seeking a higher office.

House:

HD2: Bryan Slaton (R) (was expelled from the house during 88th legislature)

HD6: Matt Schaefer (R) (Retired)

HD12: Kyle Kacal (R) (Retired)

HD14: John Raney (R) (Retired)

HD29: Ed Thompson (R) (Retired)

HD34: Abel Herrero (D) (Retired)

HD52: Andrew Murr (R) (Retired)

HD56: Charles "Doc" Anderson (R) (Retired)

HD77: Lina Ortega (D) (Retired)

HD80: Tracy King (D) (Retired)

HD87: Four Price (R) (Retired)

HD107: Victoria Neave (D) (Running for State Senate District 16)

HD115: Julie Johnson (D) (Running for US Congress)

HD139: Jarvis Johnson (D) (Running for State Senate District 15)

Senate:

SD15: John Whitmire (D) (Elected Mayor of Houston)

SD30: Drew Springer (R) (Retired)



CANDIDATE SCREENINGS & ENDORSEMENTS



San Antonio:

One of the districts most likely to be a swing race in the general election is HD118. This seat is currently held by Rep. John Lujan. TSEU PAF members met with the two candidates running in the primaries, Kristian Carranza and Carlos Quezada. They were both great options and demonstrated a high level of support for state employees and retirees. The PAF committee decided to take no action in the primary and save resources for the general election. The San Antonio CLC also took no action.

Dallas:

On the last day of filing, State Representative Victoria Neave Criado surprised the state by announcing that she would run against State Senator Nathan Johnson for Senate District 16, instead of re-election for her seat in HD107. After meeting with both candidates and hearing about how their experiences best suit them to represent state employees in the Senate, the Dallas Area PAF committee decided that TSEU would take no action in this race. The Dallas CLC ultimately decided that Senator Nathan Johnson would get the AFL-CIO endorsement for SD16.

In HD115, State Representative Julie Johnson has decided to run for the congressional seat left vacant by Collin Allred. The Dallas CLC and TSEU have decided to endorse Cassandra Hernandez for HD115.

In HD109, State Representative Carl Sherman decided to run for US Senate, leaving the district as an open seat. The Dallas PAF committee met with both Victoria Walton and Aicha Davis. Aicha Davis has received the endorsement of Rep. Sherman and the CLC. However, the Dallas PAF committee and TSEU board decided to take no action in this race.



Houston:

The Texas Senate will be without a familiar face next legislative session as the Dean of the Senate, Senator John Whitmire, was elected as the next Mayor of Houston. A longtime and vocal TSEU ally, Representative Jarvis Johnson, has stepped up to fill his shoes.

ELECT TSEU MEMBERS!



Former TSEU Organizer Lauren Simmons (left) and TSEU Member Danyahel Norris (right) know first hand about our concerns and would be allies on Day 1 in office!

As we evaluate and make our endorsements, it is important to be mindful of our members and continue to strive to have the best representatives for state employees and retirees in office. This is why TSEU, along with CWA District 6, made endorsements against Democratic incumbents this election cycle in HD142 and HD146. Lauren Simmons is challenging Rep Shawn Thierry in HD146 and Danny Norris is challenging Rep Harold Dutton in HD142. It is the belief of our Houston PAF committee that both Lauren Simmons and Danny Norris will provide a stronger voice for TSEU members at the Capitol than those currently in the position and has thus decided to give them our endorsements. And both have been TSEU members!

Not sure which districts you're in? Find out by scanning this QR code or going online to wrm.capitol.texas.gov/home

To scan the QR code, simply open your cellphone camera, point it at the QR code to the right, and click the link that appears!



Austin:

After the latest redistricting, HD52 in Williamson county went from a seat recently flipped to blue by Rep. James Talarico to a red seat occupied by Republican Caroline Harris. Rep. James Talarico was able to remain in the legislature by moving to neighboring district HD50, which was vacated by Celia Israel. After 2 years, HD52 continues to grow in population and diversity. HD50 has the 6th highest number of current state employees with 2,978, as well as 1,788 state retirees. It is vital that this district's representative is a fighting voice on state employee and retiree issues. Austin Area PAF members met with the two Democratic candidates seeking the nomination for this seat, Jennie Birkholz and Angel Carroll. After having engaging conversations with both candidates about the multitude of issues facing TSEU members, the committee ultimately decided that both candidates would provide a voice for state workers in the legislature. Therefore, TSEU will not make an endorsement in the primaries and instead focus our resources toward supporting whichever nominee in the general election. The Austin CLC went with an endorsement of Angel Carrol.

Uvalde:

The retirement of State Representative Tracy King has made the HD80 election one of the most watched races in the state. There are five candidates in the Democratic primary and three candidates in the Republican primary. This race will likely go to a runoff, so both TSEU and the CLC have recommended no action.



Rio Grande Valley:

In the 2022 election, TSEU member and ally State Rep. Alex Dominguez was unsuccessful in his bid to replace Eddie Lucio Jr. as State Senator for SD27. He will now run to return to the Texas House by challenging Rep. Janie Lopez, who flipped the seat to Republican in 2022. TSEU is confident that Alex Dominguez will continue to fight for state employees and retirees if reelected to the legislature and have decided to endorse him for HD37.



El Paso:

State Representative Lina Ortega has retired in HD77, setting up a competitive primary to fill her seat. TSEU and the El Paso CLC have endorsed Alessandra Annello.



Corpus Christi:

Another retiring legislator is Representative Abel Herrero in HD34. TSEU and the CLC have endorsed former representative and long time labor ally Solomon Ortiz Jr. to fill this seat.

TSEU Election Work Schedule

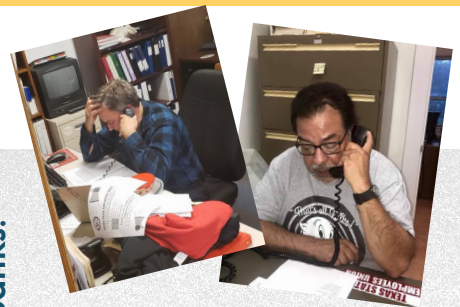
Whether you lace up your shoes or pull on your boots, we need your help to elect legislators that will fight for state employees and retirees. Join us for a block walk or phone bank to support our endorsed candidates! Meet your neighbors, get fresh air, and participate in democracy with fellow members, family, and friends—all at the same time!



COPE / PAF Meetings:

- Dallas: Feb 3rd
- Austin: Feb 5th
- San Antonio: Feb 6th
- Houston: Feb 7th
- El Paso, Valley, Corpus: via Zoom Feb 8th

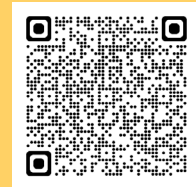
Block Walks & Phone Banks:



- Dallas HD100: Feb 17th
- Corpus Christi HD34: Feb 17th
- Austin: TBD
- San Antonio: TBD
- Houston HD146: Feb 17th
- Houston HD142: Feb 24th
- Houston SD15: Mar 2nd, 3rd, 4th
- El Paso HD77: TBD
- Valley HD37: Feb 24th

- Dallas**
- HD115 - Cassandra Hernandez
- Houston**
- HD142 - Danny Norris
- HD146 - Lauren Simmons
- Rio Grande Valley**
- SD27 - Alex Dominguez
- El Paso**
- HD77 - Alessandra Annello
- Corpus Christi**
- HD34 - Solomon Ortiz Jr.

For a full list of endorsements made by the Texas AFL-CIO, scan here:

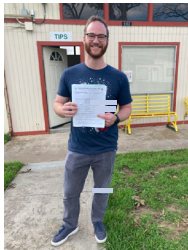


ORGANIZING HIGHLIGHTS

Eleven new members sign up at WACO HHSC



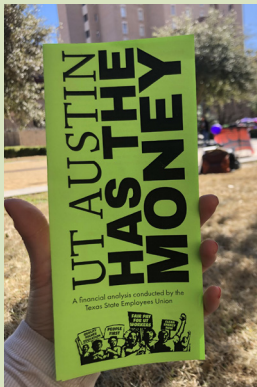
Petitioning for a pay raise at UNT



TSEU activists at the San Antonio State Hospital and State Supported Living Center have signed up over 40 of their co-workers to TSEU over the last two months. TSEU members have asked both new and experienced workers at these facilities to join the union and join the fight for better pay, enough staff to end forced overtime, and a career ladder for all positions at these facilities. Long time Union member David Veith joined organizers for an early morning leaflet at the State Supported Living Center and State Hospital gate in December, and new members Violet Gabryell and Kyle Gresham helped sign up new employees at the SASH training center.

Photo: State Hospital Trainer Kyle Gresham joins TSEU and the Political Action Fund.

UT AUSTIN HAS THE MONEY



Introduction

Research conducted by the Texas State Employees Union has uncovered that UT Austin is in strong financial shape and can afford to provide every employee with a \$10,000 pay raise, a necessary first step in ensuring that all UT Austin employees make a living wage.

Revenue

In a public institution, the money left over from revenue when expenses are covered is called the change in net position. Between 2012 and 2022 the institution's average change in net position was **\$606 million per year**. In 2023, UT Austin had a total full-time equivalent (FTE) employment of 18,827. To provide each employee at UT Austin with a \$10,000 raise (or the part-time equivalent, based on hours worked), it would cost the institution **\$188,269,000 annually**.

Assets

UT Austin's net assets steadily increased between 2019 and 2022, growing from \$10.9 billion to over \$13.6 billion, a significant increase in wealth during a global pandemic. Both restricted and unrestricted funds have increased over the last 4 years. Restricted funds are funds that must be spent according to a donor's conditions or other external restrictions. Unrestricted funds are much more flexible. In 2022 UT Austin's unrestricted funds totalled \$2.8 billion, a growth of over \$1 billion since 2019.

The Endowment

The University of Texas System and Texas A&M System endowment, the Permanent University Fund (PUF), totaled \$42.6 billion in 2022. It is the **second largest endowment in the country**, public or private (second only to Harvard by \$6 billion.) The PUF is managed by The University of Texas Management Company (UTIMCO.) According to UTIMCO's 2022 taxes, then-president Thomas Britton Harris earned over \$7 million in total compensation that year alone. *By comparison, a senior social worker making \$67,448.90 per year would need to work for 69 years to earn a total compensation package equivalent to Thomas Britton Harris' in 2022; an academic advisor at UT with a salary of \$44,000 would have to work 106 years; and an administrative assistant earning \$40,000 per year would have to work 116 years.*

Conclusion

UT Austin can afford to provide a \$10,000 pay raise to all campus workers as a down payment on what's needed.



Sign the pay raise petition for your university here!





TEXAS STATE EMPLOYEES UNION / CWA

627 Radam Lane, Austin, Texas 78745

(512) 448-4225



T.I.N. No. 15102561097-001

SECTION A: AGENCY USE ONLY			
AGENCY NAME	AGENCY#	UNIT#	FIRST ACTIVE DUTY DATE

SECTION B: EMPLOYEE INFORMATION		
SOCIAL SECURITY #	NAME (LAST, FIRST, MI)	
EMPLOYEE ID #	E-MAIL ADDRESS (SUITABLE FOR RECEIVING TSEU CORRESPONDENCE)	
HOME STREET ADDRESS	CITY / STATE / ZIP	
HOME PHONE ()	WORK PHONE ()	CELL PHONE ()
AGENCY / UNIV.	FACILITY / LOCATION	
PROG / DEPT / UNIT	JOB TITLE	WORK HOURS



N

UPG

RR

ORG: _____

SECTION C: MEMBERSHIP AND AUTHORIZATION	
Membership dues and effective date of payroll deduction: the 1 st day of _____, 20____ <div style="text-align: right; margin-right: 50px;">(MONTH)</div>	
<input type="checkbox"/> \$17.00 salary below \$20,000	<input type="checkbox"/> \$21.00 salary \$20,000-\$25,000
<input type="checkbox"/> \$28.00 salary \$30,000-\$40,000	<input type="checkbox"/> \$30.00 salary \$40,000-\$50,000
<input type="checkbox"/> \$13.00 part time	<input type="checkbox"/> other - \$ _____
<p><i>AUTHORIZATION: I understand that I cannot be compelled to be a member of a state employee organization or to pay dues to a state employee organization as a condition of employment with the state. While I am free to join a state employee organization, I understand that I may change or cancel this authorization at any time by providing written notice to my employer. I voluntarily authorize a monthly payroll deduction in the amount shown above from my salary or wages for membership fees to the state employee organization listed above and agree to comply with the comptroller's rules concerning this deduction. I agree that my name, social security number, personal contact information, and the amount of my payroll deduction for membership fees may be provided to the state employee organization listed above only for the purpose of informing the state employee organization about the payroll deduction.</i></p>	
SIGNATURE _____	DATE _____
<p><i>I agree to comply with the rules adopted by the Comptroller concerning deductions for dues and will submit this application to HR to establish the deduction and provide a copy to TSEU.</i></p>	



BUILDING OUR POLITICAL MUSCLE

Join PAF Today!

The CWA **Political Action Fund**, or PAF, is TSEU's political action committee.

WHY JOIN PAF? Because state employees and state services are under constant attack, and PAF is one way to build the political power to fight back. Budget cuts, privatization, and our own salaries and health care are all controlled by the Texas Legislature and other elected officials. Politics affects our lives every day. **As a state employee every aspect of your job, from staffing levels to your pay and pension is used as political leverage.** It is vital for state employees to be politically mindful. Money counts in politics. Candidates must win elections before they can help make laws. Grassroots volunteer work is very important in winning elections, but so are television time and other forms of campaigning that cost a lot of money. Wealthy corporations and individuals give lots of money to get their friends elected. We need more of our friends in elected offices. We state employees can not afford large individual contributions. We do not control vast corporate treasuries that can give thousands of dollars at a time. **But we can make our voice heard by pooling many small contributions so they have a large impact.** CWA-PAF combines our many small contributions so we can gain a stronger voice in the political process.



Four TSEU members join PAF at Texas State University

I want to build our political power by joining the CWA Political Action Fund!

I authorize TSEU to draft my account monthly for the amount that I have indicated and to forward these funds to CWA PAF.

HELP MAKE SURE OUR UNION IS UNBREAKABLE!

If dues deduction from my salary/wages becomes prohibited by law, I hereby authorize TSEU to commence and continue deducting monthly TSEU dues from the bank or credit union account identified here, in the same monthly dues amount as then on file with TSEU.

INITIAL

NAME _____ SOCIAL SECURITY # _____

MAILING ADDRESS (STREET/PO BOX, CITY, STATE, ZIP) _____

() HOME PHONE _____ () WORK PHONE _____

EMAIL _____ AGENCY, UNIVERSITY, ORGANIZATION _____

MONTHLY DEDUCTION (CHECK ONE): COPE CLUB PLATINUM QUORUM TRIPLE QUORUM OTHER AMOUNT
 \$5.00 \$10.00 \$20.00 \$30.00 _____
 I'm using this form to make my union UNBREAKABLE

BANK NAME _____ BANK ADDRESS _____

ROUTING # _____ ACCOUNT # _____

DRAFT FROM (CHECK ONE) CHECKING SAVINGS DRAFT BEGINS MONTH OF _____, 20__

This authorization is voluntarily made based on my specific understanding that the signing of this authorization card and the making of contributions to CWA PAF are not conditions of membership in the union nor of employment with the company that I may refuse to do so without fear of reprisal.

SIGNATURE _____ DATE _____

FOLD IN THIRDS - SEAL WITH TAPE - SEND IT IN!

TEXAS STATE EMPLOYEES UNION
Communications Workers of America
627 Radam Lane
Austin, TX 78745

FIRST
CLASS
STAMP

Political Action Fund FAQs

Q: What happens to the money I give?

A: CWA-PAF funds are used for direct contributions to the election campaigns of candidates who are committed to support us, and for lobbying and other activities that help us win on issues that affect us and the services we provide. CWA-PAF funds are divided among the national, district, and local levels to support our allies up and down the ballot. As the PAF membership in TSEU increases, we are able to directly support more TSEU allies in their races.

Q: But isn't this what dues are for?

A: Under federal law, no union dues funds can be used for political campaigns. TSEU dues funds are used to support basic organizing, to educate & inform our members, and to do grassroots mobilization.

Q: Does my contribution really make a difference?

A: During the last Texas Legislative session, dozens of legislators fought hard against constant attempts to slash our budgets, privatize our jobs, or cut our health care; and they won some of the fights. Many of them got elected with the help of PAF funds. But we don't have enough friends in the Legislature, and many legislators who support us will be targeted for defeat in the next elections. Our PAF contributions help elect people who will stand up for us.

Federal Judge Hears Testimony on CWOP Crisis

On Tuesday, Dec. 5th, retired TSEU member – and current TSEU organizer – Christie Carrington testified about the on-going Child Without Placement (CWOP) Crisis at the Federal Courthouse in Dallas. The hearing was held by Judge Jack following the latest report from the court appointed monitors which documented extensive failures to keep children and staff safe in unregulated placements, as well as the plaintiff's motion to hold DFPS in contempt. The monitor's report, the contempt motion, and the state response to the motion can be found here:



Sonia Samples is a ROC Star!

Sonia Samples joined TSEU on her very first day of work at Adult Protective Services in San Antonio on April 1, 1989. She was signed up to the union by Janice Zitelman, the first woman elected to the ERS Board of Trustees and elected by TSEU. Sonia has been a core TSEU activist in San Antonio, and in TSEU's statewide organizing, since then. Arthur Valdez, a TSEU ROC activist in San Antonio, asked her to join ROC when Sonia planned to retire, so she could seamlessly transition to being an active member of TSEU as a retiree.

Janice Zitelman and Sonia Samples



Since she retired, Sonia has organized with TSEU at DFPS, HHSC, and UTSA in San Antonio, as well as participating in and mobilizing for statewide events like Lobby Day and General Assembly. And, of course, she is very active in the San Antonio ROC organizing, and the statewide ROC caucus.

Sonia says, "To my fellow ROC members, I am glad to be part of this work with you. We are the backbone of TSEU, working in the background in ways that many don't see. We organize everything, we fought for the pay raise, and we will keep fighting for the COLA!"

*Correction: In the previous Update, Rodney Brown was listed under the incorrect TSEU E-Board position. Mr. Brown submitted his nomination for Treasurer. As the only member to be nominated for this position, Mr. Brown was accepted as an officer by the TSEU Election Committee.



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CALENDAR**

TSEU General Assembly 2024

*SEPTEMBER 13 - 15
Austin, TX*